County - MONMOUTH

Craft: AIR CONDITIONING & REFRIGERATION

	03/01/2004			
Journeyman	W	26.92		
	В	11.48		
	Т	38.40		

Expiration Date: 02/28/2005

THESE RATES ARE APPLICABLE TO SERVICE/REPAIR/MAINTENANCE WORK TO EXISTING FACILITIES ONLY. THESE RATES CANNOT BE USED FOR ANY WORK IN NEW CONSTRUCTION (INCLUDING ADDITIONS).

The regular workday shall consist of 8 hours, starting between 6:00 AM and 10:00 AM, Monday through Friday.

SHIFT DIFFERENTIALS:

- The second and third shifts shall be paid an additional 15% of the hourly rate.
- All shifts must run for a minimum of 5 consecutive days.

OVERTIME:

Hours in excess of 8 per day, hours before or after the regular workday that are not shiftwork, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day

County - MONMOUTH

Craft:BOILERMAKER-MINOR REPAIRS*

	02/09/2004			
Mechanic	W	0.00		
	В	0.00		
	Т	29.60		

Expiration Date: 02/08/2005

*THESE RATES APPLY TO MINOR REPAIR WORK ONLY (repair work in the field for which the contract amount does not exceed \$20,000.00).

The regular workday shall consist of 8 hours between 8:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- The second shift shall work $7\frac{1}{2}$ hours and receive 8 hours pay, plus an additional \$.25 per hour.
- The third shift shall work 7 hours and receive 8 hours pay, plus an additional \$.50 per hour.

OVERTIME:

Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

County - MONMOUTH

Craft:BOILERMAKERS

	08	/01/2004	08	/01/2005	
Foreman	W	36.78	W	0.00	
	В	23.76	В	0.00	
	Т	60.54	Т	62.64	
General Foreman	W	38.28	W	0.00	
	В	24.42	В	0.00	
	Т	62.70	Т	64.80	
Journeyman	W	34.28	W	0.00	
	В	22.66	В	0.00	
	Т	56.94	Т	59.04	

Expiration Date: 07/31/2006

County - MONMOUTH

HIGH WORK: All apprentices working on the erection, repair, or dismantling of smoke stacks, standpipes, or water towers shall be paid the Journeyman rate.

The regular workday shall consist of 8 hours, between 8:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- The second shift shall work $7\frac{1}{2}$ hours and receive 8 hours pay, at a rate equal to the regular hourly rate plus 10%.
- The third shift shall work 7 hours and receive 8 hours pay, at a rate equal to the regular hourly rate plus 20%.

OVERTIME:

- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays (except Labor Day) shall be paid at double the hourly rate. All hours on Labor Day shall be paid at four times the hourly rate.
- If any other craft employed by the same contractor, or a subcontractor thereof, receives double time in lieu of time and one-half, then the Boilermaker shall receive double time in lieu of time and one-half.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

Craft: BRICKLAYERS, STONE MASONS

	11	/01/2004	1	1/01/2005	1	1/01/2006
Deputy Foreman	W	33.65	W	0.00	W	0.00
	В	17.95	В	0.00	В	0.00
	Т	51.60	Т	53.90	Т	56.20
Foreman	W	36.25	W	0.00	W	0.00
	В	17.95	В	0.00	В	0.00
	Т	54.20	Т	56.50	Т	58.80

County - MONMOUTH

	1′	1/01/2004	1	1/01/2005	1	1/01/2006
Journeyman	W	31.05	W	0.00	W	0.00
	В	17.95	В	0.00	В	0.00
	Т	49.00	Т	51.30	Т	53.60

Expiration Date: 10/31/2007

The regular workday shall consist of 8 hours, between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- When a 2 shift schedule is established, the first, or day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the hourly rate plus 15%.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the hourly rate plus 15%, and the third shift shall receive the hourly rate plus 20%.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the hourly rate plus 15%, and the third shift shall receive the hourly rate plus 20%.

OVERTIME:

- All hours in excess of 8 per day, or before or after an established shift, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- If any of the following trades receive a more beneficial overtime rate, the Bricklayer shall receive the more beneficial rate as well Carpenters, Laborers, Ironworkers, Operating Engineers.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

County - MONMOUTH

Craft: CARPENTERS

	09/03/2004		05/01/2005		05/01/2006	
Foreman	W	38.39	W	40.54	W	41.94
	В	17.28	В	17.42	В	18.03
	Т	55.67	Т	57.96	Т	59.97
Journeyman	W	33.38	W	35.25	W	36.47
	В	15.02	В	15.15	В	15.68
	Т	48.40	Т	50.40	Т	52.15

Expiration Date: 04/30/2007

County - MONMOUTH

The regular workday shall consist of 8 hours, starting between 7:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:

- When a 2 shift schedule (including a day shift) is established, the day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the regular rate plus 15%, inclusive of benefits.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the regular rate plus 15% and the third shift shall receive the regular rate plus 20%, inclusive of benefits.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the regular rate plus 15% and the third shift shall receive the regular rate plus 20%, inclusive of benefits.

OVERTIME:

- All hours in excess of 8 per day, or before or after an established shift, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost due to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

County - MONMOUTH

Craft : CARPENTERS, RESILIENT FLOORING

	11/	01/2004	05	5/01/2005	11	1/01/2005	05	5/01/2006	11	/01/2006
Foreman	W	33.71	W	0.00	W	0.00	W	0.00	W	0.00
	В	13.93	В	0.00	В	0.00	В	0.00	В	0.00
	Т	47.64	Т	48.64	T	49.89	T	50.89	T	52.39
Journeyman	W	31.71	W	0.00	W	0.00	W	0.00	W	0.00
	В	13.13	В	0.00	В	0.00	В	0.00	В	0.00
	Т	44.84	Т	45.84	T	47.09	Т	48.09	T	49.58

Expiration Date: 04/30/2007

County - MONMOUTH

The regular workday shall consist of 8 hours, starting between 7:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:

- When a 2 shift schedule (including a day shift) is established, the day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the hourly rate plus 15%.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the hourly rate, the second shift shall receive the hourly rate plus 15% and the third shift shall receive the hourly rate plus 20%.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the hourly rate plus 15% and the third shift shall receive the hourly rate plus 20%.

OVERTIME:

- All hours in excess of 8 per day, or before or after an established shift, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost due to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

Craft: CEMENT MASON, CEMENT FINISHER

	11	/05/2004	11	/01/2005	11	/01/2006
Deputy Foreman	W	33.80	W	0.00	W	0.00
	В	17.85	В	0.00	В	0.00
	Т	51.65	Т	53.95	Т	56.25

County - MONMOUTH

	11/	05/2004	11	/01/2005	11	/01/2006
Foreman	W	36.40	W	0.00	W	0.00
	В	17.85	В	0.00	В	0.00
	Т	54.25	Т	56.55	Т	58.85
Journeyman	W	31.20	W	0.00	W	0.00
	В	17.85	В	0.00	В	0.00
	Т	49.05	Т	51.35	Т	53.65

Expiration Date: 10/31/2007

County - MONMOUTH

THESE RATES ALSO APPLY TO:

- Plasterer

The regular workday shall be 8 hours, between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- When a 2 shift schedule is established, the first, or day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the hourly rate plus 15%.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the hourly rate plus 15%, and the third shift shall receive the hourly rate plus 20%.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the hourly rate plus 15%, and the third shift shall receive the hourly rate plus 20%.

OVERTIME:

- Hours in excess of 8 per day, or before or after an established shift, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- If any of the following trades receive a more beneficial overtime rate, the Cement Mason/Finisher shall receive the more beneficial rate as well: Carpenters, Laborers, Ironworkers, Operating Engineers.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

County - MONMOUTH

Craft:DIVERS

	11/01/2004		05/01/2005		05/01/2006	
Journeyman (Diver)	W	0.00	W	0.00	W	0.00
	В	0.00	В	0.00	В	0.00
	Т	68.16	Т	70.16	Т	72.16
Tender	W	0.00	W	0.00	W	0.00
	В	0.00	В	0.00	В	0.00
	Т	58.70	Т	60.70	Т	62.70

Expiration Date: 04/30/2007

Note: Divers shall be paid the following depth and penetration rates, in addition to the regular hourly rate, when applicable:

AIR DIVES:

0-59 feet: No additional wage 60-74 feet: + \$0.25 per foot 75-125 feet: + \$0.78 per foot 126-200 feet: + \$1.60 per foot

PENETRATION RATES:

126-200 feet: + \$1.00 per foot 201-275 feet: + \$1.25 per foot 276-350 feet: + \$1.50 per foot 351-425 feet: + \$2.00 per foot

MIXED GAS DIVES:

0-74 feet: No additional wage 75-125 feet: + \$0.78 per foot 126-200 feet: + \$1.60 per foot

OVERTIME:

Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Columbus Day, Presidential Election Day, Thanksgiving Day, Christmas Day.

County - MONMOUTH

Craft: DOCK BUILDERS-PILEDRIVERMEN

	11/	01/2004	05	/01/2005	05	5/01/2006
Foreman	W	0.00	W	0.00	W	0.00
	В	0.00	В	0.00	В	0.00
	Т	66.00	Т	68.00	Т	70.00
Journeyman	W	32.04	W	0.00	W	0.00
	В	29.38	В	0.00	В	0.00
	Т	61.42	Т	63.42	Т	65.42

Expiration Date: 04/30/2007

Fringe Benefit rate for CONCRETE FORM WORK ONLY (for all categories): \$22.98/hour [effective 6/11/04]

Creosote Handling:

When handling creosote products on land piledriving, floating marine construction, and construction of wharves, the worker shall receive an additional \$0.25/hour.

Hazardous waste work:

When performing hazardous waste removal work on a state or federally designated hazardous waste site where the dockbuilder/piledriverman is required to wear Level A,B, or C personal protection, the worker shall receive an additional 20% of the hourly rate, per hour.

OVERTIME:

Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Thanksgiving Day, Christmas Day.

County - MONMOUTH

Craft:DRYWALL FINISHERS

05/	/01/2004	/2004 05/01/2		
W	34.45	W	35.25	
В	13.60	В	14.12	
Т	48.05	Т	49.37	
W	31.30	W	32.05	
В	12.75	В	13.25	
Т	44.05	T	45.30	
	W B T	B 13.60 T 48.05 W 31.30 B 12.75	W 34.45 W B 13.60 B T 48.05 T W 31.30 W B 12.75 B	

Expiration Date: 04/30/2006

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:

- When 2 shifts are worked, the second shift shall receive an additional 10% of the hourly rate, per hour, inclusive of benefits.
- When 3 shifts are worked, the second shift shall receive 8 hours pay for 7.5 hours of work, and the third shift shall receive 8 hours pay for 7 hours of work.
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour, inclusive of benefits.

OVERTIME:

- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.
- Saturday or Sunday may be used to make up a day lost to inclement weather, at straight time.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, General Election afternoon, Veterans' Day, Thanksgiving Day, Christmas Day.

County - MONMOUTH

Craft :ELECTRICIAN

	05/31/2004		05/30/2005		05/29/2006	
Cable Splicer,	W	40.19	W	42.93	W	45.67
Journeyman	В	18.49	В	19.75	В	21.02
	Т	58.68	Т	62.68	Т	66.69
Foreman	W	45.01	W	48.08	W	51.15
	В	20.71	В	22.12	В	23.53
	Т	65.72	Т	70.20	Т	74.68
Plan Reader	W	43.01	W	45.94	W	48.87
	В	19.77	В	21.12	В	22.48
	Т	62.78	Т	67.06	Т	71.35

Expiration Date: 05/31/2007

County - MONMOUTH

THESE RATES ALSO APPLY TO THE FOLLOWING:

- All burglar and fire alarm work.
- All fiber optic work.
- Teledata work in new construction.
- Teledata work involving 16 instruments or more.

HEIGHT WORK:

- Work performed 50 feet above ground or floor additional \$2.00 per hour.
- Work on radio and transmission towers, and smoke stacks shall be paid at the regular rate, plus 25% per hour.

SHIFT DIFFERENTIALS:

2nd Shift (4:30 PM to 12:30 AM): 8 hrs. pay for 7.5 hrs. work + an additional 10% of the regular rate, per hour, inclusive of benefits

3rd Shift (12:30 AM to 8:00 AM): 8 hrs. pay for 7 hrs. work + an additional 15% of the regular rate, per hour, inclusive of benefits

OVERTIME:

Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

Craft :ELECTRICIAN-TELEDATA (15 INSTRUMENTS AND LESS)

	09	/24/2004	08	/29/2005
Master Tech./Gen.	W	40.74	W	43.10
Foreman	B	18.94	B	20.04
(31+ workers on job)	T	59.68	T	63.14

County - MONMOUTH

	09/24/2004		08/	29/2005
Senior Tech./Asst.	W	39.18	W	41.44
Gen. Foreman	B	18.22	B	19.27
(21-30 workers on	T	57.40	T	60.71
Technician A/	W	36.04	W	38.12
Foreman	B	16.76	B	17.73
(11-20 workers on	T	52.80	T	55.85
Technician B/	W	34.47	W	36.47
Working Foreman	B	16.03	B	16.96
(4-10 workers on job	T	50.50	T	53.43
Technician C/	W	31.34	W	33.15
Journeyman	B	14.57	B	15.41
(1-3 workers on job)	T	45.91	T	48.56

Expiration Date: 08/30/2006

County - MONMOUTH

- NOTES: 1) These rates are for service, maintenance, moves and/or changes affecting 15 instruments or less. These rates may NOT be used for any new construction or any fiber optic work.
 - 2) The number of workers on the jobsite is the determining factor for which Foreman category applies.

HEIGHT WORK (work performed 50 feet above ground/floor): +\$2.00 per hr.

The regular workday consists of 8 hours between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- Shift work must run for a minimum of 5 consecutive workdays.
- 2nd Shift (4:30 PM to 12:30 AM): 8 hrs. pay for 7.5 hrs. work + an additional 10% of the regular rate, per hour, inclusive of benefits
- 3rd Shift (12:30 AM to 8:00 AM): 8 hrs. pay for 7 hrs. work
 - + an additional 15% of the regular rate, per hour, inclusive of benefits

OVERTIME:

Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

Craft : ELECTRICIAN-TELEDATA (16 INSTRUMENTS & MORE)

County - MONMOUTH

Expiration Date :03/31/2005

See ELECTRICIAN Rates

Craft : ELEVATOR CONSTRUCTORS

01/	/01/2005	01/	01/2006	01	/01/2007
W	44.69	W	46.69	W	48.69
В	15.15	В	16.15	В	17.15
Т	59.84	Т	62.84	Т	65.84
W	44.69	W	46.69	W	48.69
В	14.29	В	15.29	В	16.29
Т	58.98	Т	61.98	Т	64.98
W	28.56	W	30.56	W	32.56
В	13.85	В	14.85	В	15.85
Т	42.41	Т	45.41	Т	48.41
W	28.56	W	30.56	W	32.56
В	13.32	В	14.32	В	15.32
Т	41.88	Т	44.88	Т	47.88
W	39.95	W	41.95	W	43.95
В	14.77	В	15.77	В	16.77
Т	54.72	Т	57.72	Т	60.72
W	39.95	W	41.95	W	43.95
В	14.01	В	15.01	В	16.01
Т	53.96	Т	56.96	Т	59.96
W	20.97	W	22.97	W	24.97
В	12.87	В	13.87	В	14.87
Т	33.84	Т	36.84	Т	39.84
	W B T W B T W B T W B T W B T	B 15.15 T 59.84 W 44.69 B 14.29 T 58.98 W 28.56 B 13.85 T 42.41 W 28.56 B 13.32 T 41.88 W 39.95 B 14.77 T 54.72 W 39.95 B 14.01 T 53.96 W 20.97 B 12.87	W 44.69 W B 15.15 B T 59.84 T W 44.69 W B 14.29 B T 58.98 T W 28.56 W B 13.85 B T 42.41 T W 28.56 W B 13.32 B T 41.88 T W 39.95 W B 14.77 B T 54.72 T W 39.95 W B 14.01 B T 53.96 T W 20.97 W B 12.87 B	W 44.69 W 46.69 B 15.15 B 16.15 T 59.84 T 62.84 W 44.69 W 46.69 B 14.29 B 15.29 T 58.98 T 61.98 W 28.56 W 30.56 B 13.85 B 14.85 T 42.41 T 45.41 W 28.56 W 30.56 B 13.32 B 14.32 T 41.88 T 44.88 W 39.95 W 41.95 B 14.77 B 15.77 T 54.72 T 57.72 W 39.95 W 41.95 B 14.01 B 15.01 T 53.96 T 56.96 W 20.97 W 22.97 B 12.87 B 13.87	W 44.69 W 46.69 W B 15.15 B 16.15 B T 59.84 T 62.84 T W 44.69 W 46.69 W B 14.29 B 15.29 B T 58.98 T 61.98 T W 28.56 W 30.56 W B 13.85 B 14.85 B T 42.41 T 45.41 T W 28.56 W 30.56 W B 13.32 B 14.32 B T 41.88 T 44.88 T W 39.95 W 41.95 W B 14.77 B 15.77 B T 54.72 T 57.72 T W 39.95 W 41.95 W B 14.01 B 15.01 B T 53.96 T 56.96 T <td< td=""></td<>

County - MONMOUTH

Expiration Date: 12/31/2007

On elevator service the Helper to Journeyman ratio is 1:3.

Helper to Journeyman ratio is 1:1, except on jobs where two teams are working, 1 extra helper may be employed for the first two teams and an extra helper for each additional three teams. Further, the employer may use as many helpers as needed under the direction of a journeyman in wrecking old plants, handling and hoisting material, and on foundation work. When replacing cables on existing elevators, employer may use 2 helpers to 1 mechanic.

SHIFT DIFFERENTIALS:

2nd Shift (4:30 PM to 12:30 AM): +10% per hour 3rd Shift (12:30 AM to 8:00 AM): +15% per hour

OVERTIME:

Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays, Sundays, and holidays shall be paid at double time.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day and day after, Christmas Day. Saturday holidays observed the preceding Friday, Sunday holidays observed the following Monday.

Craft: GLAZIERS

	05/01/2004		05/01/2004 05/0	
Foreman	W	33.05	W	34.05
	В	13.22	В	13.79
	Т	46.27	Т	47.84
Journeyman	W	31.30	W	32.05
	В	12.75	В	13.25
	Т	44.05	Т	45.30

County - MONMOUTH

Expiration Date: 04/30/2006

Hazard/Height Pay: +\$1.00 per hour

The regular workday shall consist of 8 hours, between 7:00 AM and 5:30 PM, Monday to Friday.

SHIFT DIFFERENTIALS:

- Second Shift shall receive 8 hours pay for 7.5 hours work, plus an additional 10%, per hour.
- Third Shift shall receive 8 hours pay for 7 hours work, plus an additional 15%, per hour.

OVERTIME:

Hours before or after the regular workday, that are not shiftwork, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, General Election Afternoon, Veterans' Day, Thanksgiving Day, Christmas Day.

Craft: HEAT & FROST INSULATORS ASBESTOS WORKERS**

	10	/06/2004	09	/19/2005	09	9/19/2006
Foreman	W	40.79	W	0.00	W	0.00
	В	18.23	В	0.00	В	0.00
	Т	59.02	Т	62.17	Т	65.67
General Foreman	W	43.34	W	0.00	W	0.00
	В	19.34	В	0.00	В	0.00
	Т	62.68	Т	65.83	Т	69.33
Journeyman	W	39.51	W	0.00	W	0.00
	В	17.67	В	0.00	В	0.00
	Т	57.18	Т	60.33	Т	63.83

County - MONMOUTH

Expiration Date: 09/18/2007

**Applies to the removal of insulation materials/asbestos from mechanical systems, including containment erection and demolition, and placing material in appropriate containers.

The regular workday shall be 8 hours between 8:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- Shift work must run for a minimum of 5 consecutive workdays.
- The second shift shall work 7.5 hours and receive 8 hours pay at the regular rate, plus 10% per hour.
- The third shift shall work 7 hours and receive 8 hours pay at the regular rate, plus 15% per hour.

OVERTIME: The first 2 hours in excess of 8 per day, hours outside of the regular workday Monday through Friday that are not shift work, and the first 10 hours on Saturdays, shall be paid at time and one-half the regular rate, inclusive of benefits. All hours in excess of 10 per day, and all hours on Sundays and holidays (except Labor Day) shall be paid at double the regular rate, inclusive of benefits. All hours on Labor Day shall be paid at triple the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Veterans' Day, Presidential Election Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

Craft:IRONWORKERS

	07/01/2004		
Rod Foreman	W	30.88	
	В	27.65	
	Т	58.53	
Rod Journeyman	W	28.88	
	В	27.65	
	Т	56.53	

County - MONMOUTH

	07/01/2004		
Structural Foreman	W	33.03	
	В	27.65	
	Т	60.68	
Structural	W	31.03	
Journeyman	В	27.65	
	Т	58.68	

Expiration Date: 06/30/2005

Note: On hazardous waste removal work on a state or federally designated hazardous waste site where the Ironworker is required to wear Level A,B, or C personal protection: +\$3.00 per hour

The regular workday consists of 8 hours between 6:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- Shift work must run for a minimum of 5 consecutive workdays.
- 2nd Shift: 8 hrs pay for 7.5 hrs work + 15% per hour
- 3rd Shift: 8 hrs pay for 7 hrs work + 20% per hour

OVERTIME:

- Hours in excess of 8 per day Monday through Friday, or before or after the regular workday, that are not shift work, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

County - MONMOUTH

Craft :LABORERS (BUILDING)

	05/	01/2004
Class A Journeyman	W	25.20
	В	13.02
	Т	38.22
Class B Journeyman	W	24.70
	В	13.02
	Т	37.72
Class C Journeyman	W	21.00
	В	13.02
	Т	34.02
Foreman	W	28.35
	В	13.02
	Т	41.37

Expiration Date :04/30/2005

County - MONMOUTH

CLASS A: Specialist laborer including mason tender; scaffold builder (scaffolds up to 14 feet in height); operator of forklifts, Bobcats (or equivalent machinery), jack hammers, tampers, motorized tampers and compactors, street cleaning machines, hydro demolition equipment, riding motor buggies, conveyors, burners; and nozzlemen on gunite work.

CLASS B: Basic laborer - includes all work not listed in Class A or Class C.

CLASS C: Janitorial-type light clean up work associated with the TURNOVER of a project, or part of a project, to the owner. All other clean-up work is Class B.

The regular workday shall be 8 hours between 6:00 AM and 6:00 PM.

SHIFT DIFFERENTIALS:

- When a 3-shift schedule is worked, the day shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The day shift shall receive the regular hourly rate, the second shift shall receive the hourly rate plus 15%, and the third shift shall receive the hourly rate plus 20%.
- Shift work must run for a minimum of 5 consecutive workdays.

OVERTIME:

- Hours in excess of 8 per day, or outside the regular workday that are not shift work, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.
- Four 10-hour days may be worked Monday to Thursday, at straight time, with Friday used a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the regular rate.
- Benefits on ALL overtime hours shall be paid at time and one-half.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

County - MONMOUTH

Craft :LABORERS, ASBESTOS & HAZARDOUS WASTE REMOVAL*

	05/01/2004			
Foreman	W	26.55		
	В	12.14		
	Т	38.69		
Journeyman	W	23.60		
	В	12.14		
	Т	35.74		

Expiration Date :04/30/2005

County - MONMOUTH

* FOR WORK IN CONNECTION WITH ASBESTOS, RADIATION, HAZARDOUS WASTE, LEAD, CHEMICAL, BIOLOGICAL, AND MOLD REMEDIATION AND ABATEMENT.

The regular workday shall be 8 hours between 6:00 AM and 6:00 PM.

SHIFT DIFFERENTIALS:

- When a 3-shift schedule is worked, the day shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The day shift shall receive the regular hourly rate, the second shift shall receive the hourly rate plus 15%, and the third shift shall receive the hourly rate plus 20%.
- Shift work must run for a minimum of 5 consecutive workdays.

OVERTIME:

- Hours in excess of 8 per day, or outside the regular workday that are not shift work, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate. All hours on Sundays and holidays shall be paid at double the regular rate.
- Four 10-hour days may be worked Monday to Thursday, at straight time, with Friday used a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the regular rate.
- Benefits on ALL overtime hours shall be paid at time and one-half.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays observed the following Monday.

County - MONMOUTH

Craft: MILLWRIGHTS

	05/01/2004		05/01/2005		05/01/2006	
Foreman	W	39.90	W	41.51	W	42.91
	В	17.16	В	17.85	В	18.47
	Т	57.06	Т	59.36	Т	61.38
Journeyman	W	34.69	W	36.09	W	37.32
	В	14.93	В	15.53	В	16.05
	Т	49.62	Т	51.62	Т	53.37

Expiration Date: 04/30/2007

County - MONMOUTH

The regular workday shall consist of 8 hours, starting between 7:00 AM and 9:00 AM.

SHIFT DIFFERENTIALS:

- When a 2 shift schedule (including a day shift) is established, the day shift, shall be established on an 8 hour basis. The second shift shall be established on an 8 hour basis, and receive the hourly rate plus 15%.
- When a three shift schedule is established, the first shift shall be established on an 8 hour basis, the second shift on a 7.5 hour basis, and the third shift on a 7 hour basis. The first shift shall receive the regular hourly rate, the second shift shall receive the hourly rate plus 15%, and the third shift shall receive the hourly rate plus 20%.
- When there is no day shift, and a second or third shift is established, it shall be established on an 8 hour basis. The second shift shall receive the hourly rate plus 15%, and the third shift shall receive the hourly rate plus 20%.

OVERTIME:

- All hours in excess of 8 per day, or before or after an established shift, and all hours on Saturdays shall be paid at time and one-half the hourly rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost due to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

Craft: PAINTERS-LINE STRIPING

	07/01/2003			
Foreman	W B T	27.60 8.23 35.83		

County - MONMOUTH

	07/01/2003		
Helper (1st Year-2nd	W	20.73	
6 Mos.)	В	8.23	
	Т	28.96	
Helper (2nd Year)	W	22.00	
	В	8.23	
	Т	30.23	
Helper (3rd Year)	W	23.28	
	В	8.23	
	Т	31.51	
Journeyman	W	27.10	
	В	8.23	
	Т	35.33	
Probationary Helper	W	18.18	
(1st-6 Mos.)	В	8.23	
	Т	26.41	

Expiration Date :06/30/2004

OVERTIME:

Hours in excess of 8 per day, Monday through Saturday, and all hours on Sundays and holidays shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.

County - MONMOUTH

Craft : PAINTERS-NEW CONSTRUCTION

	05	/01/2004	05	/01/2005
Foreman	W	34.45	W	35.25
	В	13.60	В	14.12
	Т	48.05	Т	49.37
Foreman-Spray/	W	37.90	W	38.00
Sandblasting/High Work	В	14.53	В	14.86
	Т	52.43	Т	52.86
Journeyman	W	31.30	W	32.05
	В	12.75	В	13.25
	Т	44.05	Т	45.30
Journeyman-Spray/ Sandblasting/High	W	34.45	W	35.25
	В	13.60	В	14.12
Work	Т	48.05	Т	49.37

Expiration Date: 04/30/2006

County - MONMOUTH

THESE RATES ALSO APPLY TO:

- Paperhanging

BRIDGE and TUNNEL Work:

Equipment Tender/Containment Builder: 80% of Journeyman wage rate

Support Personnel: 65% of Journeyman wage rate

BRIDGE Work: All bridge work is classified as "Spray/Sandblasting/High Work"

The regular workday shall consist of 8 hours between 7:00 AM and 5:30 PM.

SHIFT DIFFERENTIALS:

- When 2 shifts are worked, the second shift shall receive an additional 10% of the hourly rate, per hour, inclusive of benefits.
- When 3 shifts are worked, the second shift shall receive 8 hours pay for 7.5 hours of work, and the third shift shall receive 8 hours pay for 7 hours of work.
- The second shift shall receive an additional 10% of the hourly rate, per hour, and the third shift shall receive an additional 15% of the hourly rate, per hour, inclusive of benefits

OVERTIME:

- Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.
- Saturday or Sunday may be used to make up a day lost to inclement weather, at straight time.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, General Election afternoon, Veterans' Day, Thanksgiving Day, Christmas Day.

County - MONMOUTH

Craft:PAINTERS-REPAINTING

	05/01/2004		05/01/2005	
	03/01/2004		03/01/2003	
Foreman	W	26.40	W	27.00
	В	11.43	В	11.89
	Т	37.83	Т	38.89
Foreman-Spray/ Sandblasting/High Work	W	29.05	W	29.70
	В	12.14	В	12.62
	Т	41.19	Т	42.32
Journeyman	W	24.00	W	24.55
	В	10.78	В	11.23
	Т	34.78	Т	35.78
Journeyman-Spray/ Sandblasting/High Work	W	26.40	W	27.00
	В	11.43	В	11.89
	Т	37.83	Т	38.89

Expiration Date: 04/30/2006

NOTE: These rates may only be used on jobs where no major alterations occur, and where not more than 3 other trades are present, but may NOT, under any circumstances, be used for work on bridges, stacks, elevated tanks, or generating stations.

OVERTIME:

Hours in excess of 8 per day shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Memorial Day, July 4th, Labor Day, General Election afternoon, Veterans' Day, Thanksgiving Day, Christmas Day.

County - MONMOUTH

Craft:PIPEFITTERS

Expiration Date:06/30/2005

See PLUMBERS Rates

Craft:PLASTERERS

Expiration Date: 10/31/2003

See CEMENT MASON/FINISHER Rates

County - MONMOUTH

Craft:PLUMBERS

	07/01/2004		
Foreman	W	40.75	
	В	18.80	
	Т	59.55	
Journeyman	W	38.08	
	В	18.80	
	Т	56.88	

Expiration Date :06/30/2005

County - MONMOUTH

The regular workday shall consist of 8 hours between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- Shift work must continue for a minimum of 5 consecutive workdays.
- When two shifts are worked, the second shift shall work 7.5 hours and receive 8 hours pay, at a rate equal to the hourly rate plus 25%, inclusive of benefits.
- When a third shift is worked, the third shift shall work 7 hours and receive 8 hours pay, at a rate equal to the hourly rate plus 30%, inclusive of benefits.

SHIFT DIFFERENTIALS - Maintenance Work:

- Shift work must continue for a minimum of 5 consecutive workdays.
- When two shifts are worked, the second shift shall work 7.5 hours and receive 8 hours pay, at a rate equal to the hourly rate plus 10%, inclusive of benefits.
- When a third shift is worked, the third shift shall work 7 hours and receive 8 hours pay, at a rate equal to the hourly rate plus 15%, inclusive of benefits.

NOTE: Maintenance work is work to repair, restore, or improve the efficiency of existing facilities. This does NOT apply to ANY new construction.

OVERTIME:

- Hours in excess of 8 per day or before of after the regular workday, Monday through Friday, and the first 10 hours on Saturdays, shall be paid at time and one-half the regular rate, inclusive of benefits. Hours in excess of 10 on Saturdays, and all hours on Sundays and holidays, shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time. Friday may be used as a make-up day for a day lost due to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

County - MONMOUTH

Craft:ROOFERS

	02	/01/2005	06	/01/2005
Foreman	W	31.82	W	0.00
	В	14.50	В	0.00
	Т	46.32	Т	47.82
Journeyman	W	30.82	W	0.00
	В	14.50	В	0.00
	Т	45.32	T	46.82

Expiration Date: 05/31/2006

Pitch: +.50 per hour

Mop Man: +.30 per hour

The regular workday consists of 8 hours between 8:00 AM and 4:30 PM.

OVERTIME:

Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays, Sundays, and holidays shall be paid at time and one-half the regular rate.

RECOGNIZED HOLIDAYS: New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.

County - MONMOUTH

Craft: SHEET METAL SIGN INSTALLATION

	07/16/2004		04/	01/2005	04/01/2006	
Foreman	W	25.07	W	26.07	W	27.07
	В	14.88	В	16.08	В	17.43
	Т	39.95	Т	42.15	Т	44.50
Journeyman	W	23.82	W	24.82	W	25.82
	В	14.88	В	16.08	В	17.43
	Т	38.70	Т	40.90	Т	43.25

Expiration Date: 03/31/2007

The regular workday consists of 8 hours, between 7:00 AM and 3:30 PM.

OVERTIME:

Hours before or after the regular workday, Monday though Friday, and any hours worked between 7:00 AM and 3:30 PM on Saturdays shall be paid at time and one-half the hourly rate. Any hours worked before 7:00 AM or after 3:30 PM on Saturdays, and all hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Saturday holidays observed the preceding Friday, Sunday holidays observed the following Monday.

County - MONMOUTH

Craft: SHEET METAL WORKERS

	08/	06/2004	06	/01/2005
Foreman	W	38.20	W	0.00
	В	22.07	В	0.00
	Т	60.27	Т	63.27
Journeyman	W	36.20	W	0.00
	В	22.07	В	0.00
	Т	58.27	T	61.27

Expiration Date: 05/31/2006

County - MONMOUTH

The regular workday consists of 8 hours, between 7:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- Shift work must run for a minimum of 5 consecutive workdays.
- 2nd Shift (4:30 PM-12:30 AM) shall be paid an additional 15% of the regular rate, per hour inclusive of benefits, and receive 8 hours pay for 7.5 hours of work.
- 3rd Shift (12:30 AM-8:00 AM) shall be paid an additional 25% of the regular rate, per hour inclusive of benefits, and receive 8 hours pay for 7 hours of work.

OVERTIME (new construction):

The first 2 hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and the first 8 hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. Hours in excess of 10 per day Monday through Friday, in excess of 8 on Saturdays, and all hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

OVERTIME (renovation work):

Hours in excess of 8 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. All hours on Sundays and holidays shall be paid at double the hourly rate, inclusive of benefits.

NOTE: "Renovation Work" is work performed on existing systems. Any tie-in connections of a renovation project to new construction (ie. addition, wing, etc.) is considered "New Construction" for overtime purposes.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday, Saturday holidays will be observed the preceding Friday.

County - MONMOUTH

Craft:SPRINKLER FITTERS

	08/06/2004		07/	01/2005	07/01/2006	
Foreman	W	43.35	W	47.00	W	50.65
	В	13.76	В	13.76	В	13.76
	Т	57.11	Т	60.76	Т	64.41
Journeyman	W	40.35	W	43.85	W	47.35
	В	13.76	В	13.76	В	13.76
	Т	54.11	Т	57.61	T	61.11

Expiration Date: 06/30/2007

The regular workday consists of 8 hours between 8:00 AM and 4:30 PM.

SHIFT DIFFERENTIALS:

- Shift work must run for a minimum of 2 consecutive workdays.
- 2nd and 3rd shift shall receive an additional 15% of the hourly rate, per hour.

OVERTIME:

Hours in excess of 8 per day, or before or after the regular workday that are not shift work, and all hours on Saturdays, Sundays, and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.

County - MONMOUTH

Craft:TILE SETTERS

	11/	01/2004	05/0	01/2005	11/	01/2005	05	/01/2006	11.	/01/2006	05/	01/2007	11/	/01/2007
Finisher	W	29.99	W	30.99	W	31.99	W	32.99	W	33.49	W	34.49	W	35.49
	В	14.13	В	14.13	В	14.13	В	14.13	В	14.63	В	14.63	В	14.63
	Т	44.12	Т	45.12	Т	46.12	Т	47.12	Т	48.12	Т	49.12	Т	50.12
Setter	W	33.91	W	35.04	W	35.67	W	36.80	W	37.43	W	38.00	W	39.13
	В	15.92	В	15.92	В	16.42	В	16.42	В	16.92	В	17.48	В	17.48
	Т	49.83	Т	50.96	Т	52.09	Т	53.22	Т	54.35	Т	55.48	Т	56.61

Expiration Date :04/30/2008

OVERTIME:

Hours in excess of 8 per day, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS:

New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day.

Craft:TILE SETTERS - MARBLE

	01/	/01/2005	07	/01/2005	01	/01/2006
Finisher	W	35.75	W	36.42	W	37.08
	В	18.12	В	18.47	В	18.82
	Т	53.87	Т	54.89	Т	55.90
Setter	W	42.81	W	43.86	W	44.91
	В	17.40	В	17.80	В	18.20
	Т	60.21	Т	61.66	Т	63.11

County - MONMOUTH

Expiration Date :06/30/2006

OVERTIME:

Hours in excess of 8 per day, Monday through Friday, and the first 7 hours on Saturdays shall be paid at time and one-half the regular rate, inclusive of benefits. Hours in excess of 7 on Saturdays, and all hours on Sundays and holidays shall be paid at double the regular rate, inclusive of benefits.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Sunday holidays observed the following Monday.

Craft: TILE SETTERS - MOSAIC & TERRAZZO

	08/	06/2004
Grinder or Assistant	W	37.17
	В	18.32
	Т	55.49
Mechanic	W	38.48
	В	18.32
	Т	56.80

Expiration Date: 06/30/2005

County - MONMOUTH

The regular workday consists of 7 hours, between 8:00 AM and 3:30 PM.

OVERTIME:

- Hours in excess of 7 per day, or before or after the regular workday, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Benefits on time and one-half hours shall be \$26.17 per hour.
- Benefits on double time hours shall be \$28.17 per hour.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Good Friday, Monday after Easter, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Day. Sunday holidays observed the following Monday.

Craft: TRUCK DRIVER-MATERIAL DELIVERY DRIVER

	10	/01/2004	05	5/01/2005	05	5/01/2006
Driver	W	16.10	W	0.00	W	0.00
	В	9.11	В	0.00	В	0.00
	Т	25.21	Т	26.31	Т	27.41
New Hires: 1st Year	W	15.10	W	0.00	W	0.00
	В	9.11	В	0.00	В	0.00
	Т	24.21	Т	25.31	Т	26.41

Expiration Date: 03/31/2007

NOTE: These rates may only be used for the delivery of materials to the jobsite.

OVERTIME: Hours in excess of 8 per day, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Washington's Birthday, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

County - MONMOUTH

Craft:TRUCK DRIVERS

	10	/01/2004	05/	/01/2005	05	/01/2006
Bucket, Utility, Pick-	W	30.35	W	30.60	W	30.85
up, Fuel Delivery	В	13.79	В	15.29	В	16.79
trucks	Т	44.14	Т	45.89	Т	47.64
Dump truck, Asphalt	W	30.35	W	30.60	W	30.85
Distributor, Tack	В	13.79	В	15.29	В	16.79
Spreader	Т	44.14	Т	45.89	Т	47.64
Euclid-type vehicles	W	30.50	W	30.75	W	31.00
(large off-road	В	13.79	В	15.29	В	16.79
equipment)	Т	44.29	Т	46.04	Т	47.79
Helper on Asphalt	W	30.35	W	30.60	W	30.85
Distributor truck	В	13.79	В	15.29	В	16.79
	Т	44.14	Т	45.89	Т	47.64
Slurry Seal, Seeding	W	30.35	W	30.60	W	30.85
/Fertilizing/Mulching truck	В	13.79	В	15.29	В	16.79
lluck	Т	44.14	Т	45.89	T	47.64
Straight 3-axle truck	W	30.40	W	30.65	W	30.90
	В	13.79	В	15.29	В	16.79
	Т	44.19	Т	45.94	Т	47.69
Tractor-Trailer truck	W	30.50	W	30.75	W	31.00
(all types)	В	13.79	В	15.29	В	16.79
	Т	44.29	Т	46.04	Т	47.79
Vacuum or Vac-All	W	30.35	W	30.60	W	30.85
truck (entire unit)	В	13.79	В	15.29	В	16.79
	Т	44.14	Т	45.89	Т	47.64

County - MONMOUTH

Expiration Date: 04/30/2007

Foreman: + \$.75 cents per hour. Overtime rate shall be increased accordingly.

HAZARDOUS WASTE REMOVAL WORK:

- On a hazardous waste site requiring Level A, B, or C personal protection for any worker: +\$3.00 per hour.
- On a hazardous waste site not designated Level A, B, or C: + \$1.00 per hour.

The regular workday consists of 8 hours starting at either 7:00 AM or 8:00 AM.

SHIFT DIFFERENTIAL:

Any shift starting at a time other than 7:00 AM or 8:00 AM shall receive an additional \$1.50 per hour.

OVERTIME:

- Hours in excess of 8 per day, or before or after the regular workday that are not shift work, Monday through Friday, and all hours on Saturdays shall be paid at time and one-half the hourly rate. All hours on Sundays and holidays shall be paid at double the hourly rate.
- Four 10-hour days may be worked, Monday through Thursday, at straight time, with Friday used as a make-up day for a day lost to inclement weather. If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half the hourly rate.

RECOGNIZED HOLIDAYS: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day. Sunday holidays will be observed the following Monday.

County - MONMOUTH

Craft	•	WE	LD	$\mathbf{F}\mathbf{R}$
Ciait	•	77 123	$\boldsymbol{-}$	

Expiration Date:

Welders rate is the same as the craft to which the welding is incidental.

MONMOUTH

THE APPRENTICE RATE IS BY PERCENTAGE OF THE JOURNEYMAN'S RATE UNLESS OTHERWISE INDICATED. APPRENTICE BENEFIT RATE EQUALS JOURNEYMAN BENEFIT RATE UNLESS OTHERWISE NOTED.

CRAFT INTERVAL

		1	2	3	4	5	6	7	8	9	10
Air Conditioning	1 to 3 months	50%									
& Refrigeration	4 to 12 months		55%								
Air Conditoning	Yearly			60%	65%	75%	85%				
& Refrigeration											
Boilermakers	1000 Hours	65%	65%	70%	75%	80%	85%	90%	95%		
	Benefit =	44% of	Appren	tice	Wage	Rate	+	4.97			
Bricklayer	6 Months	50%	55%	65%	75%	85%	95%	of Jour	neyman	Wage	Rate
	Benefits	3.63	3.99	11.79	13.33	14.89	16.43				
Building / Asbestos	1000 Hours	60%	70%	80%	90%						<u>'</u>
Laborers	Benefit	8.77	8.77	8.77	8.77						

MONMOUTH

THE APPRENTICE RATE IS BY PERCENTAGE OF THE JOURNEYMAN'S RATE UNLESS OTHERWISE INDICATED. APPRENTICE BENEFIT RATE EQUALS JOURNEYMAN BENEFIT RATE UNLESS OTHERWISE NOTED.

CRAFT INTERVAL

		1	2	3	4	5	6	7	8	9	10
Carpenter	6 Months	40%	45%	50%	55%	65%	75%	85%	95%		
	Benefit	45% of	Appren	tice	Wage	Rate					
Carpenters, Resilient	Yearly	11.65	14.56	17.47	23.30						
	Benefits	4.69	5.82	6.96	9.25						
Cement Masons	6 Months	50%	55%	65%	75%	85%	95%				
	Benefits	3.63	3.99	11.90	13.61	15.30	17.01				
Divers/ Dockbuilders	Yearly	12.61	15.87	20.75	25.63						
	Benefit	18.40	for all	intervals		CONCR ETE	FORM WORK	ONLY -	Benefit=	13.69 all	interv als
Drywall Finishers		SEE	Painter	Appren	tice						

MONMOUTH

THE APPRENTICE RATE IS BY PERCENTAGE OF THE JOURNEYMAN'S RATE UNLESS OTHERWISE INDICATED. APPRENTICE BENEFIT RATE EQUALS JOURNEYMAN BENEFIT RATE UNLESS OTHERWISE NOTED.

CRAFT INTERVAL

		1	2	3	4	5	6	7	8	9	10
Electrician	6 months	35%	40%		Yearly	50%	60%	70%	85%		
	Benefit =	44% of	Appren	tice	Wage	Rate					
Electrician- Teledata	6 Months	45%	48%	53%	59%	66%	72%		% of	Tech C	wage rate
15 Instruments & Less	Benefit	45%	48%	53%	59%	66%	72%		% of	Tech C	bene- fit
Elevator Constructors	Yearly	55%	65%	70%	80%						
Glaziers		SEE	Painter	Appren	tice						
Heat & Frost Insulators/	Yearly	17.94	21.18	25.87	30.59						
Asbestos Workers	Benefits	11.78	13.86	14.79	15.58						

MONMOUTH

THE APPRENTICE RATE IS BY PERCENTAGE OF THE JOURNEYMAN'S RATE UNLESS OTHERWISE INDICATED. APPRENTICE BENEFIT RATE EQUALS JOURNEYMAN BENEFIT RATE UNLESS OTHERWISE NOTED.

CRAFT INTERVAL PERIOD AND RATES 2 3 4 5 7 8 1 6 9 10 70% Heavy & 1000 Hours 60% 80% 90% General Laborers Benefits 9.95 for all intervals eff. 3/1/05 1000 Hours 60% 70% 80% 90% Heavy & General 8.42 for all Laborers Benefits intervals Heavy & 1000 Hours 60% 70% 80% 90% General Laborers Benefits 10.85 for all intervals eff. 3/1/06 50% Ironworkers 6 Months 50% 60% 70% 80% 90%

55%

Wage

65%

Rate

75%

85%

95%

45%

Appren

50%

tice

40%

45% of

Millwrights

6 Months

Benefits

MONMOUTH

THE APPRENTICE RATE IS BY PERCENTAGE OF THE JOURNEYMAN'S RATE UNLESS OTHERWISE INDICATED. APPRENTICE BENEFIT RATE EQUALS JOURNEYMAN BENEFIT RATE UNLESS OTHERWISE NOTED.

CRAFT INTERVAL

		1	2	3	4	5	6	7	8	9	10
Operating Engineers	Yearly	60%	70%	80%	90%						
EXCEPT Field Engineers											
Operating Engineers -	Yearly	70%	75%	of Rod/	Chnman	Wage	Rate				
Field Engineers only	Yearly			80%	90%	Transit/	Instrmnt	man	Wage	Rate	
Painters	4 Month	30%	40%	50%	60%	70%	75%	80%	85%	90%	
	Benefits for	Intervals	1 to 3 =	4.07	Intervals	4 to 6 =	6.13	Intervals	7 to 9 =	7.88	
Painters	4 Month	30%	40%	50%	60%	70%	75%	80%	85%	90%	
eff. 5/1/05	Benefits for	Intervals	1 to 3 =	4.17	Intervals	4 to 6 =	6.27	Intervals	7 to 9 =	8.05	
Plasterers		SEE	Cement	Mason	Appren	tice					

MONMOUTH

THE APPRENTICE RATE IS BY PERCENTAGE OF THE JOURNEYMAN'S RATE UNLESS OTHERWISE INDICATED. APPRENTICE BENEFIT RATE EQUALS JOURNEYMAN BENEFIT RATE UNLESS OTHERWISE NOTED.

CRAFT INTERVAL

		1	2	3	4	5	6	7	8	9	10
Plumbers	Yearly	45%	50%	60%	70%	80%					
	Benefits	13.23	13.74	14.75	15.76	16.78					
Roofers	6 Months	10.04	13.75	16.65	18.65	24.65	27.65				
Sheet Metal Sign Installation	1000 hours	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%
	Benefits	4.30	4.89	5.50	6.10	6.70	7.30	7.90	8.50	9.10	9.69
Sheet Metal Workers	6 months	50%	50%	55%	60%	70%	70%	80%	80%		
	Benefits	11.12	11.12	12.21	13.30	15.50	15.50	17.69	17.69		
Sprinkler Fitters	1000 hours	9.50	11.25	50%	55%	60%	65%	70%	75%	80%	85%
	Benefits	5.90	5.90	Full	Journey	man	Benefits	for	Intervals	3 to 10	

MONMOUTH

THE APPRENTICE RATE IS BY PERCENTAGE OF THE JOURNEYMAN'S RATE UNLESS OTHERWISE INDICATED. APPRENTICE BENEFIT RATE EQUALS JOURNEYMAN BENEFIT RATE UNLESS OTHERWISE NOTED.

CRAFT INTERVAL

PERIOD AND RATES

		1	2	3	4	5	6	7	8	9	10
Tile Setter	750 Hours	50%	55%	65%	75%	85%	95%				
(Setter and Finisher)											
Tile Setter - Marble	750 Hours	50%	55%	65%	75%	85%	95%				
(Setter only)	Benefits	12.13	12.61	13.59	14.08	15.05	16.51				
Tile Setter - Marble	750 Hours	50%	55%	75%	85%						
(Finisher only)	Benefits	12.69	13.19	15.23	16.24						
Tile Setter - Mosaic and	6 Months	50%	55%	65%	75%	85%	95%				
Terrazzo											

The overtime and shift differential provisions for apprentices are the same as the journeyman's for each specified craft.

ESTABLISHMENT OF RATIO OF APPRENTICES TO JOURNEYMEN FOR PUBLIC PROJECTS, N.J.A.C. 12:60-7.

If there is no ratio of apprentices to journeymen for a particular craft, then the ratio of apprentice to journeymen shall be one apprentice to every four journeymen.

If there is no apprentice rate provided, the employer shall pay the employees not less than the journeyman rate even if an employee is registered in an apprentice program for that trade.

RATIO OF APPRENTICES TO JOURNEYMEN - MONMOUTH COUNTY

CRAFT	RATIO	CRAFT	RATIO
AIR CONDITIONING AND REFRIGERATION	1:4	IRONWORKER	1:5
ASBESTOS/BUILDING LABORER	(5)*	MOSAIC-TERRAZZO SETTER	1:5
BRICKLAYER	1:4	PAINTER	1:4
CARPENTER RESILENT FLOORING	(2)*	PLASTERER	1:4
CARPENTER/MILLWRIGHT	1:4	PIPEFITTER	1:5
CEMENT FINISHER	1:4	PLUMBER	1:4
CEMENT MASON	1:4	ROOFER	(4)*
DIVER	1:1	SHEETMETAL WORKER	1:3
DOCK BUILDER	(3)*	SPRINKLER FITTER	1:3
DRYWALL FINISHER	1:4	TELEDATA	2:3
ELECTRICIAN	2:3	MARBLE/TILE SETTER/FINISHER	1:4
GLAZIER	1:4	BOILERMAKER	(1)*
HEAT & FROST INSULATOR/ASBESTOS WORKER	1:4	MARBLE SETTER	1:4
HEAVY & GENERAL LABORERS	(6)*	OPERATING ENGINEERS	(7)*

^{*} Continued on Next page

[&]quot;Apprentice" means an individual who, while performing work on a public work project, is registered, in good standing, in an apprenticeship program approved or certified by the New Jersey State Director, Bureau of Apprenticeship and Training, United States Department of Labor.

- (1) BOILERMAKER: 1 apprentice will be allowed for the first 5 journeymen, 1 apprentice for the next 10 journeymen and 1 apprentice for each succeeding 20 journeymen up to a maximum of 5 apprentices per contractor on any one job.
- (2) CARPENTER RESILIENT FLOORING: 1 apprentice shall be allowed to every 2 journeymen or major fraction thereof. No more than 3 apprentices on any one job or project.
- (3) DOCKBUILDER: Where 5 or fewer Dockbuilders are employed, no more than 1 of them may be an apprentice. Where more than 6 Dockbuilders are employed, at least 1 may be an apprentice and for every 6 additional Dockbuilders employed, at least 1 additional apprentice may be employed.

- (4) ROOFER: [A] For roofing jobs that are of the 1 or single ply nature: 1:2 or fraction thereof
 - [B] For roofing jobs on new built up roofs: 1:3 or fraction thereof
 - [C] For roofing jobs that are of a tear-off nature: 1:2 or fraction thereof
 - [D] For re-roofing jobs {not requiring complete removal of existing systems; installation done over existing roof}: 1:3 or fraction thereof
- (5) ASBESTOS/BUILDING LABORER: Ratio of apprentices to journeymen shall not be more than one apprentice for the first journeyman and no more than one (1) apprentice for each additional three (3) journeymen.
- (6) HEAVY & GENERAL LABORERS: No more than (1) apprentice for first journeyman and no more than (1) one apprentice for each additional three (3) journeymen.
- (7) OPERATING ENGINEERS: One apprentice for each piece of heavy equipment. At least ten (10) pieces of heavy equipment or a minimum of five (5) operating engineers must be on a site.

OVERTIME RATE SCHEDULE FOR THE CRAFTS IN THE STATE OF NEW JERSEY

OVERTIME RATES for PLUMBER (in Burlington County - North ONLY):

- Hours in excess of 8 per day or before of after the regular workday, Monday through Friday, and the first 10 hours on Saturdays, shall be paid at time and one-half the regular rate, inclusive of benefits. Hours in excess of 10 on Saturdays, and all hours on Sundays and holidays, shall be paid at double the hourly rate, inclusive of benefits.
- Four 10-hour days may be worked, Monday to Thursday, at straight time.
 Friday may be used as a make-up day for a day lost due to inclement weather.
 If Friday is not a make-up day, all hours on Friday shall be paid at time and one-half, inclusive of benefits.